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January 6, 2015

TO: Chief James J. Hellmold

FROM: Cynthia A. Harding, M.P.H.
Interim Director

A handwritten signature in blue ink that reads "Cynthia A. Harding".

SUBJECT: **DEPARTMENT OF PUBLIC HEALTH RESPONSE TO DECEMBER 15, 2015
VIOLENCE PREVENTION MOTIONS**

This is to provide a response from the Department of Public Health (DPH) to the December 15, 2015 motion by Supervisor Ridley-Thomas on recommendations to further prevent violence and improve safety in the workplace. Sub-parts a, b, and c of the motion are addressed. Further information in response to Supervisor Knabe's motion requesting recommendations on how to help protect against terrorist attacks is also included.

a. Options to expand currently successful department efforts or to implement new and promising County programs that prevent violence.

1. Align and expand successful Parks After Dark (PAD) and Summer Night Lights models, which have demonstrated significant reductions in violent crime in nearby communities. Currently, there are nine funded PAD parks in Los Angeles County, but additional County parks have been identified for PAD expansion in communities with high levels of violence.
2. Develop and implement a regional protocol to address gang violence countywide, including the alignment and expansion of current gang violence and safe passages initiatives in the County, City of Los Angeles, and other cities. This regional approach should include gang intervention workers (also referred to as violence interrupters, community ambassadors, and safe passage workers) to help mediate potentially lethal conflicts, develop gang peace treaties, make service referrals, ensure safe passages to and from schools, parks, and public spaces, and assist youth and adults with exiting gangs and linking to services. The approach should also include multi-sector participation, including public health, mental health, law enforcement, probation, social services, schools, health care systems, and community and faith-based organizations.
3. Encourage school districts to implement universal school-based violence prevention curricula to provide students, teachers, and other school staff with information about violence, change how youth think and feel about violence, and teach life skills to resolve disputes.
4. Support efforts to expand evidence-based early child home visitation programs, such as the DPH Nurse Family Partnership (NFP) program, to provide information, referrals, caregiver support, and training about child health, development, and care to families in their homes. These programs have been shown to be effective in reducing child abuse and juvenile delinquency.

5. Expand gun violence data collection, analysis, and dissemination. The Department of Public Health (DPH) currently participates in the California Electronic Violent Death Reporting System (Cal-EVDRS) to provide data on the detailed circumstances of violent deaths in Los Angeles County. However, resource constraints have limited the timeliness, completeness, and utility of the data. Additional resources can be pursued to expand this surveillance system.

b. Options to expand workplace safety protocols and practices and ensure they are adopted and implemented at all County facilities.

1. Develop and implement comprehensive and discipline-specific County policies that address possession of firearms, replicas, and ammunition on County property or property used by County employees on or off duty.
2. Encourage County departments to use workplace violence prevention training and resources available from appropriately vetted sources. Examples of such resources follow.
 - a. Federal Emergency Management Agency (FEMA) Online Training: FEMA provides a free, 1-hour online training called "Active Shooter: What You Can Do." This course provides guidance on preparedness for managers, employees and other individuals to respond to an active shooter situation. DPH has posted the link on its Training/Resources page: <https://training.fema.gov/is/courseoverview.aspx?code=IS-907>
 - b. Department of Homeland Security (DHS) Guide: This booklet provides guidance to individuals, including managers and employees, who may be caught in an active shooter situation. It also discusses how to react when law enforcement responds. https://www.dhs.gov/xlibrary/assets/active_shooter_booklet.pdf
 - c. Federal Occupational Safety and Health Administration (OSHA) Report: The Department of Labor has newly released a reference, titled "Preventing Workplace Violence: A Road Map for Healthcare Facilities." This comprehensive report provides extensive coverage of the topic as well as references to additional resources. <https://www.osha.gov/Publications/OSHA3827.pdf>
 - d. Federal Interagency Security Committee (ISC) Report: The ISC has also very recently released a reference, titled "Planning and Response to an Active Shooter: An Interagency Security Committee Policy and Best Practices Guide." The ISC is chaired by DHS and consists of 54 Federal departments and agencies. This comprehensive report provides extensive coverage of the topic, as well as references to additional resources. <http://www.dhs.gov/sites/default/files/publications/isc-planning-response-active-shooter-guide-non-fouo-nov-2015-508.pdf>
 - e. DPH is currently developing an in-person staff training called "Active Shooter Incident: How to Respond." This training covers instruction on how employees can protect themselves from an active shooter on DPH premises or when performing duties in the field. It begins with an in-person presentation with DPH managers and Building Emergency Coordinators. An additional tier of training will include talking points and safety checklists designed for on-site meetings with DPH staff. The training is scheduled to start mid-January through February 2016. If proven beneficial, DPH recommends sharing the training materials for further application by other County departments.

c. Options to expand gun buy-back programs.

1. Consider implementation of a continuous gun surrender program, in addition to the period gun buy-back events.

Knabe Amendment. Recommendations on how to help protect against terrorist attacks like what happened in San Bernardino.

DPH maintains a Threat Assessment Unit within its Emergency Preparedness and Response Program. The Threat Assessment Unit exchanges information and assesses potential threats in conjunction with local, state, and federal public safety partners. In addition, the Threat Assessment Unit provides a full time staff member to the Joint Regional Intelligence Center. The Joint Regional Intelligence Center (JRIC) is a fusion center collaboration between federal, state, and local law enforcement and public safety agencies. At the JRIC, these agencies work together to integrate terrorism threat intelligence and provide information analysis and dissemination. The JRIC uses the information to assist in detecting and defending against terrorist attacks throughout its jurisdiction. In addition to DPH, several other County departments and other agencies contribute staff to the JRIC. More information can be found at <https://www.jric.org/>

1. Support the JRIC to strengthen sharing of threat information between agencies. This regular sharing of information ensures that no one agency holds a critical piece of information needed to recognize an emerging terrorist event.
2. Provide additional staff throughout the County with Terrorism Liaison Officer (TLO) training. The JRIC provides specialized TLO training. A TLO receives training about homeland security initiatives, detecting and reporting pre-incident warning signs of terrorism, and other related topics. Training enhances situational awareness, early warning, and operational readiness throughout the jurisdiction. DPH staff detailed to the JRIC have provided TLO training for DPH employees. More information is available at https://www.jric.org/default.aspx?menuitemid=284&menugroup=_Home